

KTUU-TV, KYES-TV
EEO PUBLIC FILE REPORT
February 16, 2016 – September 30, 2016¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-24, 35-39	37
Sales Assistant	1-24, 35-39	37
Morning Producer	31, 35-39	35
Weekend Producer/Assignment Desk	31, 35-39	35
Assistant Newscast Director	31, 35-39	35

¹ Gray Television Licensee, LLC acquired KTUU on February 16, 2016 and KYES on June 26, 2016. This report covers only the period of time since Gray Television acquired each of the stations.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alaska Job Center Network – 3301 Eagle St, Anchorage 99504 – 907-269-4777	No	0
2	Alaska Broadcasters Association – P.O. Box 102424, Anchorage 99510 – 907-258-2424	No	0
3	UAA Career Services Center – 3211 Providence Dr, Anchorage 99508 – 907-786-4351	No	0
4	UAA Journalism & Public Communications Dept – 3211 Providence Dr, Anchorage 99508 – 907-786-4182	No	0
5	Alaska Career College – 4028 Hood Ct, Anchorage 99517 – 907-563-7575	No	0
6	Career Academy – 1415 E Tudor Rd, Anchorage 99507 – 907-563-7575	No	0
7	Charter College Career Services – 2221 E Northern Lights Blvd, Anchorage 99508 – 907-777-1344	No	0
8	Alaska Pacific University – 4101 University Dr, Anchorage 99508 – 907-564-8265	No	0
9	Calista Corp. Job Placement – 301 Calista Ct, Anchorage 99518 – 907-644-6315	No	0
10	State of AK, Div. Of Vocational Rehab – 3600 Bragaw St, Anchorage 99508 – 907-269-2071	No	0
11	Chugach Alaska Corporation – 560 E 34 th Ave, Anchorage 99503 – 907-563-8866	No	0
12	NAACP – 325 E 3 rd Ave, Anchorage 99501 – 907-272-8717	No	0
13	Ft. Richardson Employment Readiness – Bldg 337, Fort Richardson, AK 99506 – 907-384-6716	No	0
14	Elmendorf Career Assistance – Elmendorf AFB AK 99506 – 907-552-4943	No	0
15	Employer Support of the Guard & Reserve (ESGR) – Fort Richardson AK 99506 – 907-428-6829	No	0
16	YWCA – 324 E 5 th Ave, Anchorage 99501 – 907-644-9605	No	0
17	Alaska's People – 3600 San Jeronimo Dr, Anchorage 99508 – 907-793-3371	No	0
18	Cook Inlet Tribal Council - 3600 San Jeronimo Dr, Anchorage 99508 – 907-793-3675	No	0
19	Nine Star Enterprises – 117W 4 th , Anchorage 99501 – 907-433-8500	No	0
20	King Career Center – 2650 E Northern Lights, Anchorage 99508 – 907-240-1684	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Covenant House Job Development – 750 W 5 th , Anchorage 99501 – 907-339-4403	No	0
22	Washington Vocational Services – Alaska – 2221 E Northern Lights, Anchorage 99508 – 907-562-7019	No	0
23	Service Solutions – 1251 Muldoon Rd, Anchorage 99504 – 907-269-0062	No	0
24	Adult Learning Center – 3101 Penland Pkwy, Anchorage 99508 – 907-375-6000	No	0
25	Medialine (newsroom jobs only) – P.O. Box 51909, Pacific Grove CA 93950 – 800-237-8073	No	0
26	South Asian Journalists Assoc (news) – 2950 Broadway, New York 10027 – 212-854-5979	No	0
27	California Chicano News Media Assoc (news) – 300 S Grand Ave, Los Angeles 90071 – 213-437-4408	No	0
28	National Weather Assoc (news) – 228 W Millbrook Rd, Raleigh 27609 – 919-845-7121	No	0
29	National Press Photographers Assoc (NPPA) – 3200 Croasdaile Dr, Durham 27705 – 919-383-7246	No	0
30	TV Jobs.com – www.tvjobs.com	No	0
31	Craigslist – www.craigslist.com	No	0
32	University of Phoenix Alumni	No	0
33	University of Phoenix Students	No	0
34	Facebook	No	0
35	Station Websites – ktuu.com – 907-762-9202	No	4
36	On-Air Station Advertisements	No	0
37	Word-of-Mouth/Walk-in	No	1
38	Internal Promotion	No	0
39	Gray Television Stations	No	0
TOTAL INTERVIEWES			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>On February 24, 2016, Dan Carpenter spoke to students at Sidney Huntington High School – Galena about jobs in broadcasting.</p> <p>During this reporting year, the following school groups visited the station to learn about jobs in broadcasting:</p> <p>On February 24, 2016, students from St. Elizabeth Ann Seaton School.</p> <p>On March 23, 2016 - Raven Correspondence School, Homeschool program students</p> <p>On March 24, 2016 - Begich Middle School students/YWCA-After school program</p> <p>On April 20, 2016, student broadcasters from Dillingham City School District.</p> <p>On May 4, 2016 - Central Middle School of Science</p> <p>On May 13, 2016 - Begich Middle School</p> <p>On August 18, 2016 - United Way of Anchorage Emerging Leaders</p> <p>During this reporting year, the following community groups visited the station to learn about jobs in broadcasting:</p> <p>On March 9, 2016 a group of Veterans</p> <p>On April 22, 2016 – Nine Star Education and Employment Services</p> <p>On June 23, 2016 – Trailside Discovery Camp students</p>
2	Internship Program	Our stations offer an internship program to college students. This program is designed to allow students to apply their formal course

		work in a day-to-day setting and to provide an opportunity to acquire the skills necessary for broadcast employment. Our internship opportunities are available in the following departments: Operations and News. We have hosted seven interns during this reporting period.
3	Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher Level Position	Our stations have several training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Current training programs include: Director training, Studio training and Photographer training as well as Master Control training. Additionally, employees are encouraged to cross-train inside and outside their home departments in order to acquire new skills to prepare them for advancement opportunities. During this reporting year, eight employees were promoted to higher-level positions.